

CHILDREN'S SERVICES SELECT COMMITTEE – 21 APRIL 2005

TEACHER EXIT SURVEY

HEAD OF PLANNING AND RESOURCES, CHILDREN'S SERVICES

REASON FOR SELECT COMMITTEE CONSIDERATION

This report was requested by Councillor Joyce on 25 January 2005 .

ACTION REQUIRED BY THE SELECT COMMITTEE

To note the report.

BACKGROUND

The Island Teaching Council, a consultative group representing all teachers on the Island, commissioned a survey on teacher recruitment and retention in 2001. The results of this survey were shared with the Education Community Development and Lifelong Learning Select Committee at its meeting on 12 November 2001. Following this survey the Island Teaching Council developed an ongoing survey of teacher resignations. The latest survey commenced in 2003 and is now administered by the Education Personnel Section. A report is produced annually for presentation to the Island Teaching Council and is shared with Headteachers. The members of the Island Teaching Council have agreed to share the findings of the latest survey with Members of the Children's Services Select Committee. (Paper C)

As with all statistical data there is a need to be aware of their origin and limitations. Appendix 1 shows the page of the questionnaire to which the data applies. Members will note that teachers are able to tick any number of responses that may be applicable. There is no request to prioritise the reasons for leaving. Some caution needs to be exercised, therefore, in attributing meaning and significance to the results.

RELEVANT PLANS, POLICIES, STRATEGIES AND PERFORMANCE INDICATORS

This survey can assist schools and the LEA in identifying trends that may need to be taken into account when considering the issue of teacher retention.

CONSULTATION PROCESS

The survey was developed by the Island Teaching Council. This body discusses the results of the survey and any actions they consider may be necessary before the data is distributed more widely. A representative of the Island Teaching Council has been invited to attend the meeting of the Select Committee when this report is considered.

FINANCIAL, LEGAL, CRIME AND DISORDER IMPLICATIONS

There are no legal implications.

[APPENDICES ATTACHED](#)

Appendix 1 shows the page from the questionnaire that is the origin of the data in Paper C

BACKGROUND PAPERS USED IN THE PREPARATION OF THIS REPORT

Agenda and papers of the Education and Community Development and Lifelong Learning Select Committee held on 12 November 2001

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TEACHER EXIT SURVEY SUMMARY 2004

TEACHER EXIT SURVEY SUMMARY 2004

NUMBER OF SURVEYS SENT: 114 NUMBER OF SURVEYS RETURNED: 92

81% Return

REASONS FOR LEAVING	PERCENTAGE %
Workload	10.6
Other personal reasons	10.6
Relocation	9.3
Need for change	8.1
Pupil behaviour	7.5
Job dissatisfaction	6.8
Dissatisfaction with school environment	6.2
Problems with head Teacher	6.2
Lack of development opportunities	6.2
Problems with Senior Management Team	5.0
Temporary contract	4.3
Island factors	3.7
Harassment and/or bullying	2.5
Public perception of the profession	2.5
Problems with colleagues	1.9
Problems with Line Managers	1.9
Retirement (normal)	1.9
Leaving teaching	1.9
Health	1.2
Retirement (early)	1.2
Travel Problems	0.6
Care responsibilities	0
Discrimination	0
Retirement (ill health)	0
Further education/training	0
Maternity	0
Redundancy	0

DESTINATION

Other school (in this LEA)	19.6
Other school (other LEA)	16.3
Teaching work (supply)	4.3
Teaching related work (any other)	5.4
Unanswered	54.4

AGE SECTORS

Under 25	2.2
25-29	16.3
30-34	10.9
35-39	8.7
40-49	15.2
50-54	7.6
55-59	4.3
60 or over	3.3

Unanswered	31.5
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TEACHER EXIT SURVEY PRIMARY SCHOOL SUMMARY 2004

Number of surveys sent: 41 Number of surveys returned: 31

75.6% Return

REASONS FOR LEAVING	PERCENTAGE %
Other personal reasons	14
Temporary contract	10
Workload	10
Problems with head Teacher	10
Need for change	10
Job dissatisfaction	7
Pupil behaviour	5
Dissatisfaction with school environment	5
Problems with Senior Management Team	5
Harassment and/or bullying	5
Relocation	5
Problems with colleagues	2
Problems with Line Managers	2
Lack of development opportunities	2
Health	2
Retirement (normal)	2
Retirement (early)	2
Leaving teaching	2
Island factors	0
Care responsibilities	0
Travel Problems	0
Public perception of the profession	0
Discrimination	0
Retirement (ill health)	0
Further education/training	0
Maternity	0
Redundancy	0

DESTINATION

Other school (in this LEA)	60
Other School (other LEA)	15
Teaching work (supply)	10
Teaching related work (any other)	5.0
Unanswered	10

Age sectors

Under 25	0%
25-29	13%
30-34	10%
35-39	10%
40-49	16%
50-54	6%
55-59	3%

60 or over	3%
Unanswered	36%

TEACHER EXIT SURVEY MIDDLE SCHOOL SUMMARY 2004

Number of surveys sent: 25 Number of surveys returned: 19

76% Return

REASONS FOR LEAVING	PERCENTAGE %
Workload	13.3
Other personal reasons	13.3
Relocation	13.3
Pupil behaviour	10.0
Island factors	6.7
Lack of development opportunities	6.7
Need for change	6.7
Public perception of the profession	6.7
Leaving teaching	6.7
Job dissatisfaction	3.3
Dissatisfaction with school environment	3.3
Problems with Senior Management Team	3.3
Travel Problems	3.3
Retirement (normal)	3.3
Temporary contract	0
Problems with colleagues	0
Problems with Line Managers	0
Problems with head Teacher	0
Harassment and/or bullying	0
Health	0
Care responsibilities	0
Discrimination	0
Retirement (early)	0
Retirement (ill health)	0
Further education/training	0
Maternity	0
Redundancy	0

DESTINATION

Other school (in this LEA)	10
Other school (other LEA)	15.8
Teaching work (supply)	0
Teaching related work (any other)	5.3
Unanswered	68.3

AGE SECTORS

Under 25	5
25-29	16
30-34	5
35-39	11
40-49	16
50-54	0

55-59	5
60 or over	5
Unanswered	37

TEACHER EXIT SURVEY HIGH SCHOOL SUMMARY 2004

Number of surveys sent: 48 Number of Surveys returned: 42

87.5% Return

REASONS FOR LEAVING	PERCENTAGE %
Workload	9.8
Relocation	9.8
Job dissatisfaction	7.6
Pupil behaviour	7.6
Dissatisfaction with school environment	7.6
Lack of development opportunities	7.6
Need for change	7.6
Other personal reasons	7.6
Problems with head Teacher	6.5
Problems with Senior Management Team	5.4
Island factors	4.3
Temporary contract	3.3
Leaving teaching	3.3
Problems with colleagues	2.2
Problems with Line Managers	2.2
Harassment and/or bullying	2.2
Public perception of the profession	2.2
Health	1.1
Retirement (normal)	1.1
Retirement (early)	1.1
Care responsibilities	0
Travel Problems	0
Discrimination	0
Retirement (ill health)	0
Further education/training	0
Maternity	0
Redundancy	0

DESTINATION

Other school (in this LEA)	9.5
Other school (other LEA)	21.5
Teaching work (supply)	4.8
Teaching related work (any other)	7.1
Unanswered	57.1

AGE SECTORS

Under 25	2.4
25-29	19.0
30-34	14.3
35-39	7.1
40-49	14.3

50-54	11.9
55-59	4.8
60 or over	0
Unanswered	26.2

2004 TEACHER EXIT SURVEY SUMMARY AGE 25/29 2004

PRIMARY- 4 SURVEYS RETURNED -25/29 SECTOR

REASONS FOR LEAVING	PERCENTAGE %
Workload	23
Problems with Headteacher	22
Job satisfaction	11
Dissatisfaction with school environment	11
Problems with colleagues	11
Problems with Senior Management Team	11
Harassment and/or bullying	11

DESTINATION

Other school (in this LEA)	50%
Other school (other LEA)	25%
Unanswered	25%

MIDDLE- 4 SURVEYS RETURNED- 25/29 AGE SECTOR 2004

REASONS FOR LEAVING	PERCENTAGE %
Other personal reasons	25%
Relocation	25%
Island factors	24%
Lack of development	13%
Need for change	13%

DESTINATION

Other school (in this LEA)	66.6%
Other school (other LEA)	33.3%

HIGH- 9 SURVEYS RETURNED - 25/29 AGE SECTOR 2004

REASONS FOR LEAVING	PERCENTAGE %
Other personal reasons	16.7
Job satisfaction	11.1
Workload	11.1
Need for change	11.1
Retirement (ill health)	11.1
Dissatisfaction with school environment	5.6
Island factors	5.6
Problems with Senior Management Team	5.6
Lack of development opportunities	5.6
Care responsibilities	5.6
Travel Problems	5.6

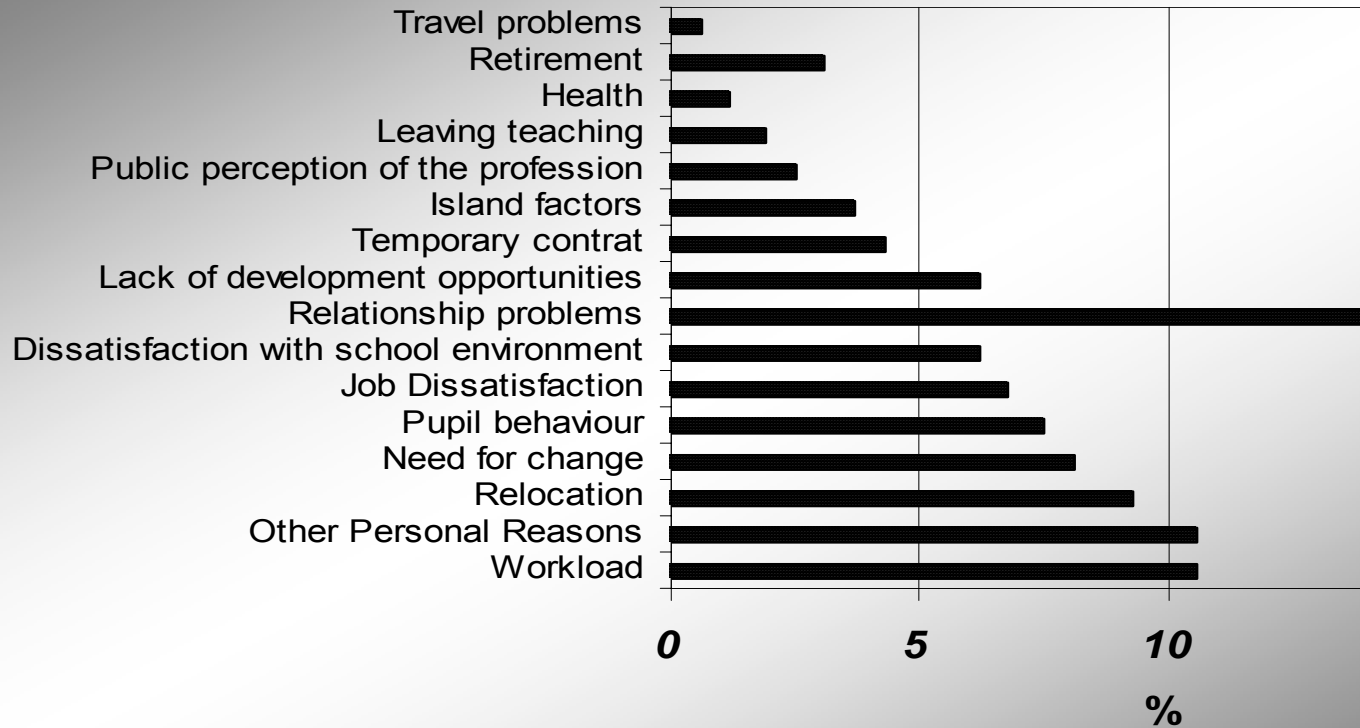
Relocation	5.6
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DESTINATION

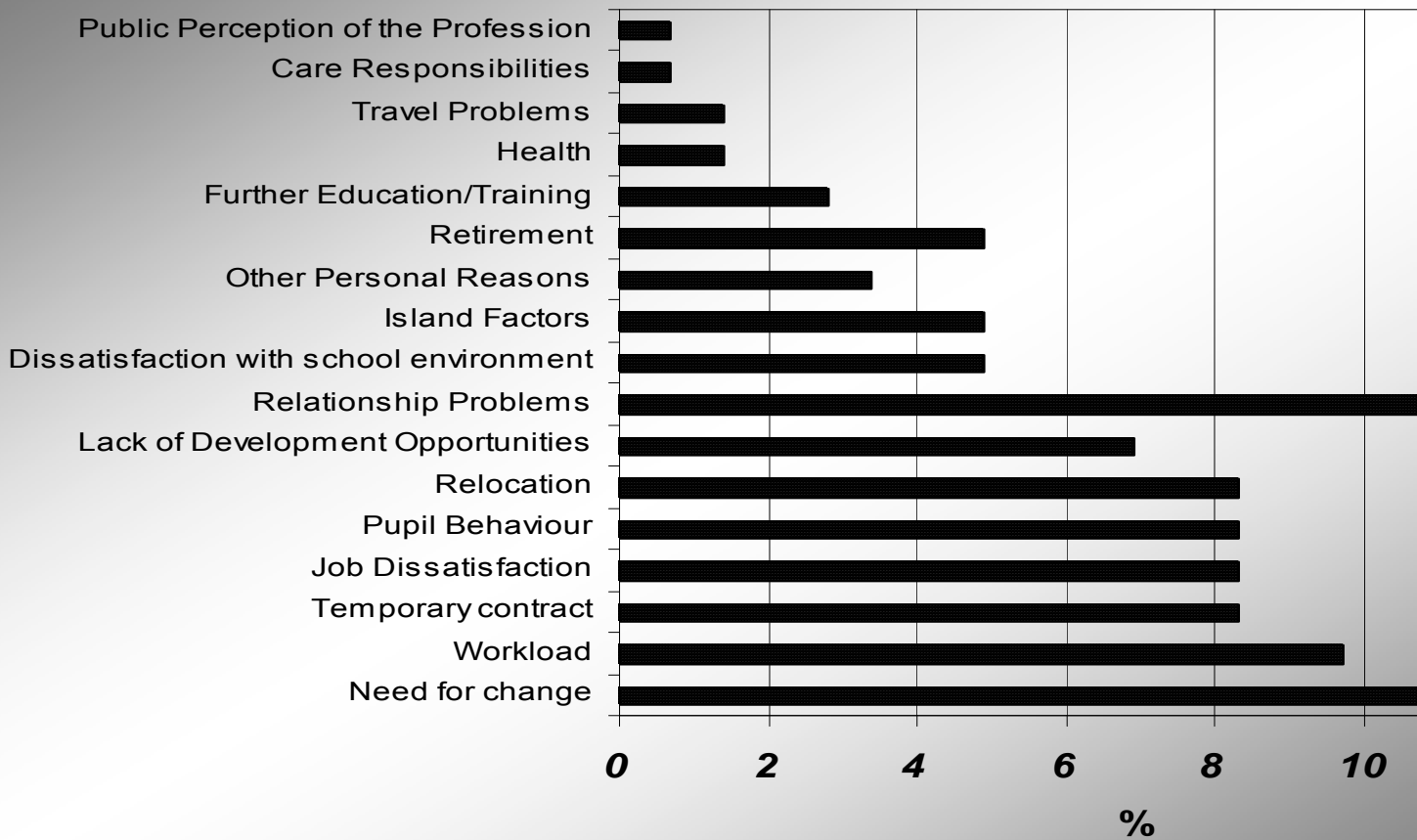
Unanswered	78%
Other school (other LEA)	22%

TEACHER EXIT SURVEY SUMMARY 2004

Reasons for Leaving 2004

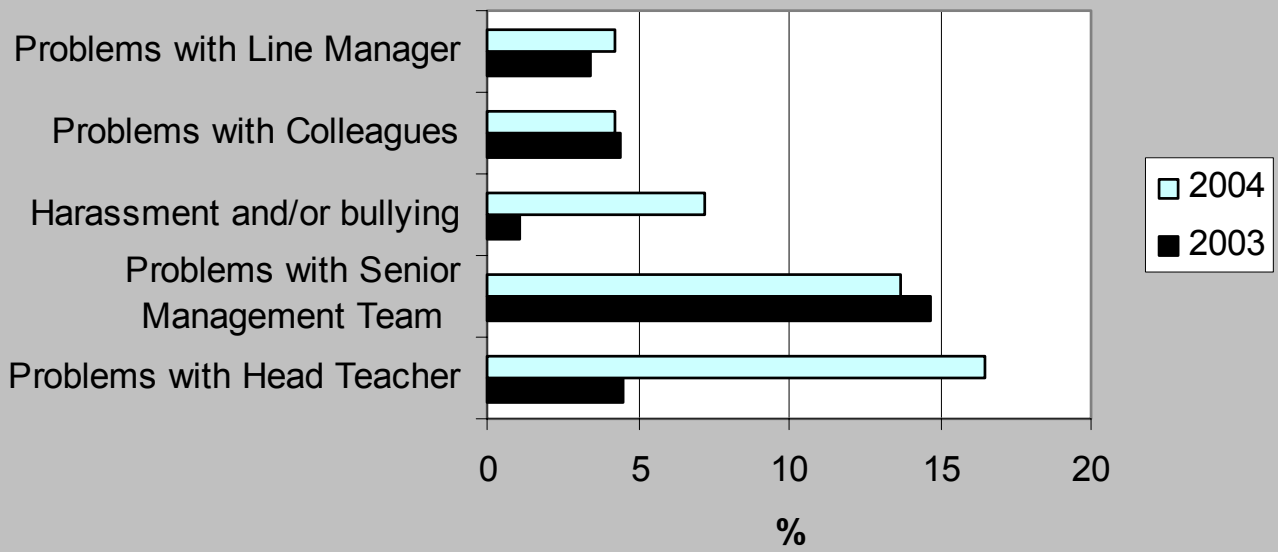


Reasons for Leaving 2003



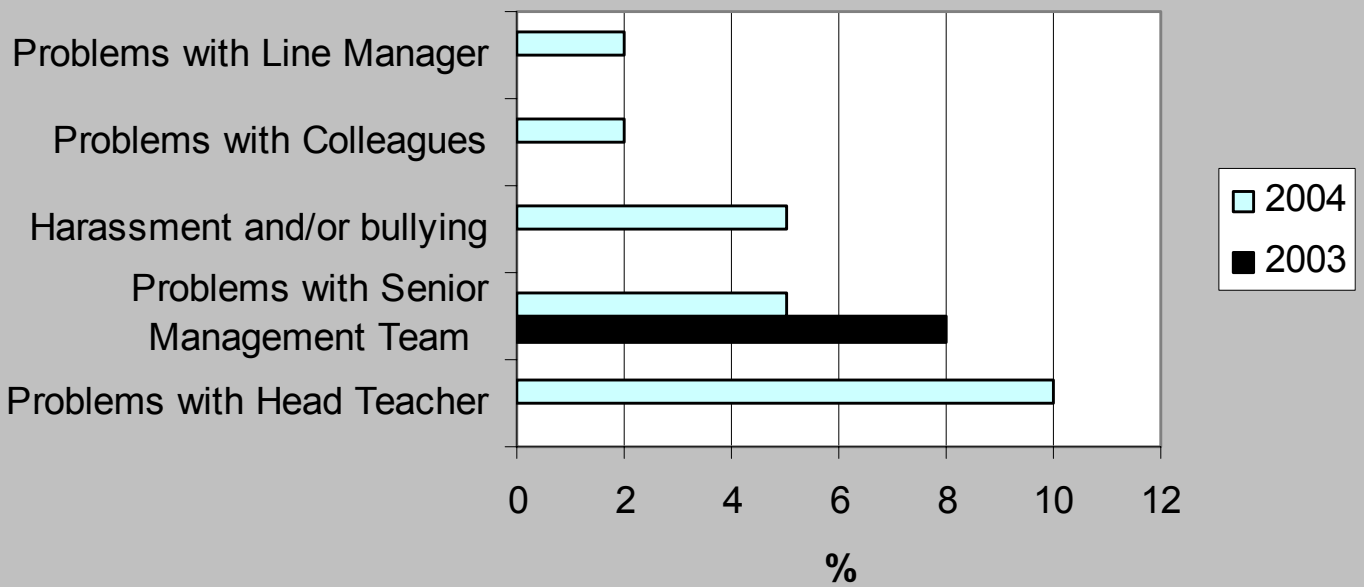
PRIMARY, MIDDLE, HIGH SCHOOL REASONS FOR LEAVING - RELATIONSHIP PROBLEMS 2003/2004

Relationship Problems



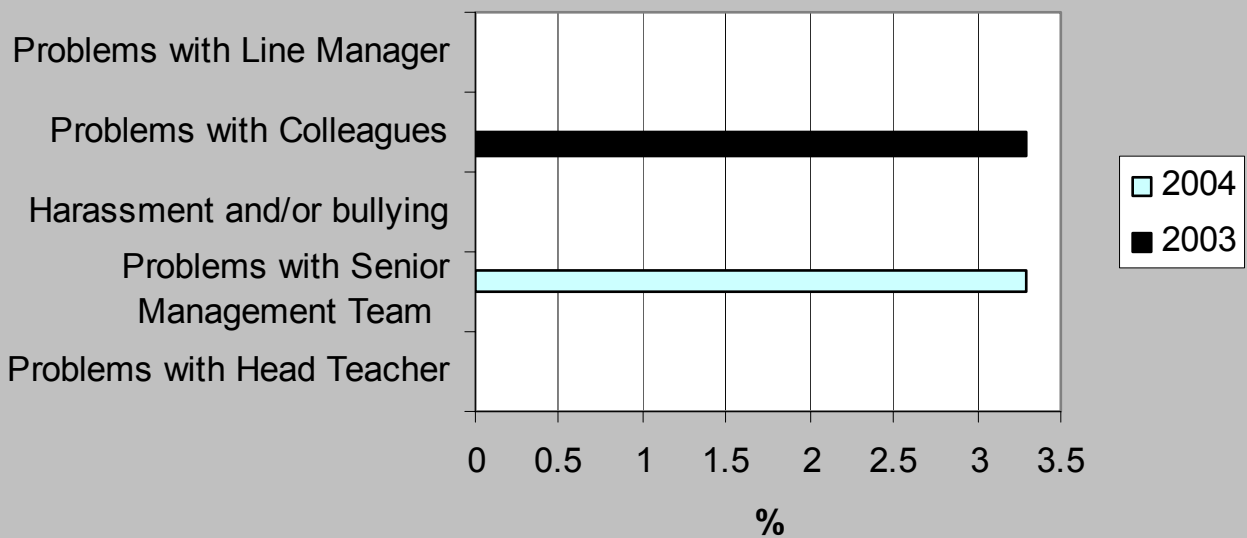
PRIMARY SCHOOL- RELATIONSHIP PROBLEMS 2003/2004

Primary School- Relationship Problems



MIDDLE SCHOOL- RELATIONSHIP PROBLEMS 2003/2004

Middle School- Relationship Problems



HIGH SCHOOL- RELATIONSHIP PROBLEMS 2003/2004

